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3 A REPORT OF THE SENATE COMMITTEE ON INSERVICE TRAINING
FOR EXTENSION WORKERS //

EX 8 Roc

November 1955

(Membership of the committee: L. E. Hoffman, Associate Director, Indiana, Chairman; George Worrillow, Delaware; J. E. Morrison, Colorado; Norma M. Brumbaugh, Oklahoma; Dorothy Simmons, Minnesota; and Mary L. Collings, Federal Extension Service, Secretary)

There were 678 extension workers enrolled in the five 3-week Summer Schools in 1955. This is an increase of 62 over 1954, and the largest enrollment in the history of these schools. Forty-eight extension workers attended the 6-week workshops on Human Development and Human Relations at Cornell and Maryland in 1955.

A Workshop for Administrators and Teachers of Summer Schools was held at Baton Rouge in October with an attendance of 45. This was the second of these held. The one at Purdue in 1954 had an attendance of 65. This was partly financed by a grant from the Fund for Adult Education.

"Train the Trainer" Program

Your committee met in Chicago in April with representatives of NPAC. It was decided to pick a subcommittee of the following:

1 County Agent
1 Home Demonstration Agent
1 Editor
1 Home Demonstration Leader

1 Agriculture Supervisor
2 Washington Office
1 Extension Director
2 Consultants

This committee met in Chicago in May and decided that we should start on two phases of the eight that had been suggested. These are:

1. Balanced Communication Programs.
2. Verbal Communications.

NPAC agreed to develop the outlines for these two to be reviewed by the committee. These outlines were prepared, and the committee met in Chicago in September to go over them. With some changes, they were approved.

NPAC has called in five representatives from industry, five representatives from education, five editors, and three others. They have outlined the materials needed and these have been sent out for suggestions. By December 1, they will be ready to go. A calendar calling for their completion by next April has been set up.

No accurate estimate of the cost can be made. NPAC has had estimates of from \$65,000 to \$87,000 to do the work. A rough estimate might be \$2,000 per State for an average State. While this may seem large to some, we must remember that if each State had developed her own, it would cost many times this amount.

The big problem is whether the States will be ready by next April to take this training to their staff.

RECOMMENDATION # 1

The Director, Division of Extension Research and Training, Federal Extension Service, sought the advice of our committee on how best to implement the recommendation of the Extension Research Workshop held in May, 1955, that a national advisory committee to the Federal office on research in extension be developed as a subcommittee of the Extension Committee on Organization and Policy.

Inasmuch as the functions of extension research and personnel training are assigned to the same Division of the Washington office, it is the judgment of our committee that economy and efficiency will be served by one ECOP subcommittee handling both personnel training and research in extension.

We therefore, recommend that the subcommittee on inservice training be reconstituted as a committee on extension research and training, to be comprised of 9 members, selected as follows:

State Director of Extension, who is a member of ECOP, as Chairman.

Five other State Extension Service representatives with appropriate extension interests and geographical location.

Director, Division of Extension Research and Training, Federal Extension Service.

Chief, Personnel Training Branch, Federal Extension Service.

Director, National Extension Center for Advanced Training.

It is further recommended that the function of the new committee be primarily advisory and policy recommending, and that operational activities growing out of committee actions be handled by the staff of the Division of Extension Research and Training or by special work groups organized by that Division, with the assistance of the ECOP Subcommittee on Extension Research and Training.

RECOMMENDATION #2

There seems to be a growing realization that the Cooperative Extension System as a whole does not have a personnel training policy and program of sufficient magnitude and scope to service the needs of a 110 million dollar enterprise employing 14,000 professional workers, to say nothing of anticipating the growth and development in the years just ahead.

Our personnel training activities have gradually evolved over the years. Some States are doing relatively more than others. It is doubtful, however, if personnel training developments in any State have kept pace with staff growth and shifts in program emphasis. Extension can ill afford to neglect the induction training of the large number of new employees entering the service each year and the continuous on-the-job training of all of its employees.

As a start in the right direction, your committee recommends that ECOP request the Division of Extension Research and Training to arrange for a small task force composed of appropriate State and Federal Extension Service representatives and outside specialists in the personnel training field to (1) outline a comprehensive training policy and program adequate to meet Extension's current and anticipated needs, (2) analyze and evaluate the training activities now under way, and (3) prepare a set of recommendations for strengthening going activities, filling gaps, and initiating such new activities as may be indicated to put extension personnel training in line with modern industrial practice and abreast of Extension's own developmental requirements.

